

## **FACULTY SENATE MEETING**

### **February 5, 2014**

#### **1. Call to Order.**

CHAIR JAMES KNAPP (Earth and Ocean Sciences) called the meeting to order and welcomed all senators, members of the University administration, faculty members and guests.

#### **2. Corrections to and Approval of Minutes.**

CHAIR KNAPP asked for corrections to the minutes of December 4, 2013 meeting of the Faculty Senate, posted on the Faculty Senate website and on the Faculty Senate Blackboard website. There were no corrections, and the minutes were approved as posted.

#### **3. Report of Committees.**

##### **a. Senate Steering Committee, Professor Rebekah Maxwell, Secretary:**

PROFESSOR REBEKAH MAXWELL (Law Library) brought forward the name of Professor Elizabeth West (University Libraries) as a nominee for the position of Faculty Senate Secretary-Elect. She left the floor open for further nominations.

##### **b. Committee on Curricula and Courses, Professor Brian Habing, Chair:**

CHAIR KNAPP – Professor Brian Habing from the Department of Statistics has a report from the Committee on Curricula and Courses.

PROFESSOR BRIAN HABING (Statistics) reported proposals from the College of Arts and Science, the College of Education, the College of Engineering and Computing, and the College of Hospitality, Retail, and Sport Management (please see attachment, pages 1-8.) There was no discussion and the proposals were approved.

##### **c. Committee on Instructional Development, Professor Charley Adams, Chair:**

PROFESSOR BRIAN HABING, on behalf of Professor Charley Adams (Public Health), brought forward proposals concerning three courses. There was no discussion and the proposals were approved.

#### **5. Reports of Officers.**

PRESIDENT HARRIS PASTIDES opened his report with an overview of his activities that morning as part of Carolina Day at the State House. Approximately 300 constituents, including about 250 students, joined the President to encourage the

Legislature to consider favorably the University's proposal for a "Tuition Timeout." The University is asking for an increase in the recurring appropriation to the University of South Carolina, in exchange for a tuition freeze. The University is prepared to follow this course for possibly three years as a step toward returning to or defining what fair funding is and then moving forward. The University delegation presented its message and then fanned out and spoke to legislators representing individual constituencies. The USC group was joined by four of our mascots: Cocky from Columbia, Ace the Pacer from Aiken, a Sand Shark from Beaufort, and a Fire Ant from Sumter. President Pastides is asking the Legislature for the equivalent of a 3% tuition increase so that we would not have to raise our tuition by 3% for in-state students. The amount would equal about \$10 million system-wide. The University is also asking for the State to cover the costs to the University if the Legislature should pass new mandates to increase salaries, health benefits, or retirement funding for state employees. President Pastides emphasized to the Legislature that that we are doing more with less, that our faculty is doing more than it ever has before, that we have outsourced vital services, that we have tightened our belt. In fact, we now spend \$1,000 a year less per undergraduate student than we did 5 years ago.

The President is hopeful that the Legislature will agree to the proposal, and noted that our students were very supportive of the initiative and very willing to continue to advocate for the University.

President Pastides expressed the wish that we could also freeze tuition for our out-of-state students, but this is not possible given our economic realities. The good news is that our out-of-state applicant pool continues to be very strong. The President observed that our out-of-state applicants already know that they could go to a school in their own states for a lesser cost, and that a 3% increase is not likely to be a driving force to deter them from coming to USC. However, we are a lower-income state, and for our in-state students, a 3% increase could be a barrier to their ability to go to college or not. The President will keep the Senators and faculty updated on our advocacy efforts with the Legislature.

On January 16<sup>th</sup> President Obama and Mrs. Obama included the University's programming to increase college opportunity for low income students in a White House Summit that was held on College Affordability. There were a 109 colleges and universities that made commitments; we were the only one from South Carolina. Sixty-two were private institutions, 35 others were 4-year public institutions, and 11 were community colleges. What we pledged was what we call the Carolina Completion Initiative. These are new programs that will be aimed at improving the graduation rate of our lowest income students, our Pell Grant Recipients. We have more Pell Grant recipients here than almost any other public flagship university in the United States. They are wonderful students. They generally do well but their graduation rate is not on par with the other students in the student body. In fact, the graduation rate can fall to be 25% lower the sixth year [versus those without Pell Grants]; that is correlated with affordability. The longer it takes to graduate the more expensive it is going to be. So our new efforts will include:

- a. better preparation - intensive pre-preparation in biology and mathematics for entering freshmen who are Pell Grant recipients;
- b. orientation programs – summer orientation programs that will be doubled in time, give extra preparation to Pell Grant recipients and other students in need;
- c. discount housing fees for low income students during the summer so that they can find it more affordable to complete necessary course work and otherwise find a more affordable path to a 4-year graduation; and then
- d. increase advising assistance - we are finding that if we do early intervention and steer students toward support programs, their grades improve at a rate far above what they are able to achieve on their own without external support.

Dr. Helen Doeringhaus in the Provost's Office and others work on setting up these early warning programs. We encourage faculty to seek those students out and refer them to the Student Success Center. This type of outreach, while developed for Pell Grant recipients, is appropriate for all students in academic difficulty.

President Pastides closed his report with the announcement that Vice Provost Christine Curtis will be leaving us shortly to become the Provost at the University of Alabama at Huntsville. The President thanked Dr. Curtis for her outstanding leadership at the University, and listed some of her accomplishments: working with the Faculty Welfare Committee and the Faculty Senate in helping us to institute family-friendly policies for the faculty; helped take control of the Strategic Planning process; helped institute the first diversity plan that we had at the University, including the recommendation that we hire a Chief Diversity Officer. On behalf of the University, President Pastides wished Dr. Curtis good fortune in her new appointment, and encouraged Senators and faculty to send their own email wishes if they feel inclined.

PROVOST MICHAEL AMIRIDIS opened his report with the observation that it is a Herculean effort to communicate our financial needs to the General Assembly, and noted that even if we are successful with the Tuition Timeout proposal, the next year could be very challenging financially. The room for new income streams is very limited. We are at capacity and cannot bring more freshmen into the University. Whether or not we are successful with Tuition Timeout, we are facing a financial challenge in terms of the implementation of the Affordable Care Act. The Provost noted that the University Administration is committed to compliance with the Act. We have had discussions on how we define a 30-hour employment for someone who teaches for us part-time and we are going to do so along the lines of the national standards, but it is still going to create a significant financial burden for the University, not only for the number of part-time employees that we have who are uninsured but also in terms of the increases in the premiums of currently insured employees. As a result, there is little room for new initiatives for the coming year from the academic standpoint.

However, there are two initiatives that are very important to us and we need to make sure that we preserve them and continue to advance.

Both the President the Provost are committed to seeing through the efforts to address salary compression of the faculty. We went through the first step last year with the support of the Board, and we managed to appropriate \$1.8 million in new funds. Provost Amiridis met last week with the Faculty Budget Committee to discuss the process. The Provost's Office is seeking feedback from the committee and the committee likely will seek feedback from the Faculty Senate and from all of our colleagues across the University on what were the positive aspects of the process, what were the negatives and what do we need to correct next year. It remains the #1 priority for us in the budget as a new initiative to secure the second installment in a 3-year process towards addressing salary compression.

It is also important to complete the Faculty Replenishment Initiative. We have made a number of commitments that we need to meet. Several units are in the process of searching for faculty members.

These are the two priorities that we will continue to put forward and we will continue to push. The Provost hopes that we will continue to go forward as planned but it is possible that we may have to stretch the implementation time frame on these initiatives.

We have once again a very strong recruiting year in a very challenging environment nationwide. There are examples of big flagship public universities – AAU institutions – that in order to make their freshman class in the last couple of years have accepted over 85% of their applicants and, in one particular case, more than 90%. There are examples of big public universities in the Midwest – AAU institutions – that in order to make their freshman class are bringing 2,000 – 3,000 and in one case 4,000 international students in their freshman class. We are in a very strong position in terms of the number of applications that we receive in an environment where South Carolina high school graduates have been decreasing. There is a very slow increase projected for the next 10 years and these are not statistics that are going to change by much. We know approximately how many students are going to be graduating from high school and we see a very slow increase over the next decade, maybe on the order of 1 to 2%. We have managed to maintain our share of the applicants in the State of South Carolina and, in fact, we have improved the quality of the applicants that we are getting. We have another banner year with approximately 10% more in out-of-state applications. We are in a very strong position and Provost Amiridis believes that the reason is the student experience. What attracts these students here is an excellent student experience that we promise them, but we need to make sure that we deliver on the promise. The Provost noted that the work of the faculty in the classroom is the biggest component of the experience, as well as our outside-the-classroom programs. It is very encouraging, for example, that the Graduation with Leadership Distinction that this Senate through its committees has approved and the Leadership Minor are seeing a lot of interest from the students. More than 125 students have applied for the Graduation with Leadership Distinction, and demand is increasing to the point where we may need to hire at least one other staff member to look over the credentials and make sure that the people meet program requirements. These are the types of programs and the types of experiences that attract

the students here. This is what puts us in a very strong position and Provost Amiridis is very grateful to the faculty members for their work along these lines.

- Another benefit to our recruitment is the fact that we are a Carnegie One research institution, the only one in the State of South Carolina. It is important to remember that we need to protect, highlight, and expand our research and scholarly activities. The Provost's Office has been working together with the President and Vice President for Research on a plan to define and highlight our research and scholarly priorities. We are working to create a number of research collaboratives to advance specific areas and priorities. The Provost had hoped to be able to present details on this initiative this spring, but, unfortunately, the challenging financial situation will delay this for another few months.

Provost Amiridis concluded his report with the following announcements:

Since the last Senate meeting we welcomed on our campus a new Dean for the Darla Moore School of Business. Dr. Peter Brews joined us from the University of North Carolina at Chapel Hill, where he was the Associate Dean.

Changes are underway in the Provost's Office as well. As the President mentioned, we will be losing Dr. Christine Curtis. Provost Amiridis noted that, while he is very sorry to lose Dr. Curtis and her expertise, he is very happy that she is able to fulfill her wish to return to Alabama. He wished her every success.

Former Vice Provost Tim Doupnik has returned to the faculty in the Darla Moore School of Business. He is retiring in another year and wanted to finish his career teaching.

The Provost's Office will be recruiting for two new Vice Provosts, and will soon be ready to announce the conclusion of one of these searches for a Vice Provost in the area of international aspects.

CHAIR KNAPP, on behalf of the Faculty Senate, expressed his deep appreciation for Vice Provost Curtis's support in terms of faculty development and advocacy, and asked the Provost to make that aspect a priority as his office fills the vacancy

PROVOST AMIRIDIS emphasized that this is an area where we cannot have a gap, and noted that, upon Dr. Curtis's departure at the end of next week, Vice Provost Lacy Ford is going to take on some of those responsibilities, with Vice Provost Helen Doerpinghouse taking on others.

CHAIR KNAPP then asked for assurance that the changes in the Provost's Office would not create a gap in terms of the processing of the tenure and promotion files.

PROVOST AMIRIDIS acknowledged that he himself, and not the Vice Provost positions, was the "slow step" in the processing of the files.

## **6. Report of Chair.**

CHAIR KNAPP opened his report with highlights of his recent activities.

The Board of Trustees met at their December meeting and approved the changes that the General Faculty had approved. Those changes are now part of the Faculty Manual and include the provision for the Workplace Bullying policy that has been under development for a couple of years now. The intended policy is now making its way through the approval procedures of the University administration. It is being vetted by the Council of Academic Deans and will hopefully in short time be before the President for his final approval and implementation. In addition, the changes that were approved at the September General Faculty meeting concerning changes to the conditions for being a member of the Graduate Faculty were also approved by the Board of Trustees at their December meeting. The new version of the Faculty Manual is now available online.

In December, Chair Knapp hosted a luncheon for the past Chairs of the Faculty Senate at the McCutchen House, which was attended by 12 of the 17 surviving past chairs of the Faculty Senate. Also attending were the President and the Provost and group members had a chance to discuss experiences from the history of the University, as well as some current issues that the university is facing. Overall, they were able to report that the university is in good health these days. Chair Knapp raised the issue we might do better by both the University and our emeritus faculty by providing a more functional role between our emeritus faculty and the University. There are many untapped resources there that would essentially be no cost to the University but actually bring a great benefit, be it in terms of: a) recruiting students or faculty, b) being ambassadors to the community, c) potentially coming back to teach courses, and other assistance. Chair Knapp believes that is something we would do well to look at more carefully and see how we might better benefit from the very considerable resource that is represented by our emeritus faculty, as well as provide them avenues for staying engaged with the University.

Chair Knapp then offered his own tribute to Christine Curtis. In addition to being a dedicated and tireless administrator during her tenure here at USC, Dr. Curtis has been a staunch defender of the faculty and a supporter of faculty governance. Chair Knapp had the pleasure to interact with her essentially since she came here in 2007 and has worked closely with her. He was chair of the University Committee on Tenure and Promotion during a period during which most of the tenure and promotion provisions in the Faculty Manual were revised. He and Dr. Curtis dealt with a lot of issues together in that capacity and then, subsequently, as Chair of the Faculty Advisory Committee for 2 years Chair Knapp worked very closely with her in revising other sections of the Faculty Manual and dealing with many faculty issues. Her influence on this University has been profound and is going to be long-lasting and we are certainly going to miss her. Our institution has benefited tremendously from the energy, talent and experience that Dr. Curtis brought to her job. While we will miss her talent, insight and knowledge considerably, we wish her every success in her new academic endeavor.

Chair Knapp concluded his report with a overview of the policy for recruiting Chair-Elects of the Faculty Senate. While he still has more than 1-1/2 years on his term, we instituted a more formal policy in January of 2012 which ensures that the Chair-Elect will overlap with the sitting Chair for a full year in order to ensure that we always have either a Past Chair or a Chair-Elect in place at any time during a tenure of a Chair of the Faculty Senate. As the policy that we approved provides for, during the first two weeks of February the Faculty Senate Steering Committee will make a call for nominations for Chair of the Faculty Senate. That announcement will be forthcoming eminently, probably next week, and nominations for Chair of the Faculty Senate will close on the 28<sup>th</sup> of February. By March 15, at essence by our March Faculty Senate Steering committee meeting, we will review the nominees and present a list of candidates at the April Faculty Senate meeting in order have that voted on at our last meeting of the year.

Chair Knapp pointed out two provisions, to make sure that Senators and faculty were aware of them:

1. There is a consideration now from the Faculty Senate Office to provide for the Chair of the Faculty Senate \$20,000 a year for the 2 years that they are serving as chair. Those funds can be used to help the Chair of the Senate either to buy-out teaching release time or support a graduate student or used in a way that is best going to serve the Chair of the Faculty Senate in executing their job.
2. During the time that the chair-elect is serving as chair-elect, s/he has an opportunity to participate in the Academic Leadership Development Program. This is a program that was established in large part through Christine Curtis; it exists across all the SEC schools, wherein a small cohort of faculty members from each university participate in a year-long development program where in they meet with administrators from the university and also participate in two workshops at different SEC schools. It is an opportunity as chair-elect of the Faculty Senate to come face-to-face with a lot of the people and the issues that are involved with running a major university like this.

Chair Knapp encouraged Senators and faculty to be informed and encouraged them or their colleagues to consider service in that regard. We will have a call for nominations next week and then nominations will close by the end of February.

## **7. Unfinished Business.**

SECRETARY MAXWELL returned to solicit nominations from the floor for the position of Faculty Senate Secretary-Elect. There were none and Professor Elizabeth West was unanimously elected.

## **8. New Business.**

PROFESSOR ERNIE WIGGINS (Journalism and Mass Communications), on behalf of the faculty in the School of Journalism and Mass Communications, requested a report to the Faculty Senate from either the Faculty Welfare Committee or from the University's Central Administration on projected faculty parking availability, security, and costs for non-surface spaces in the area around the Darla Moore School of Business and the Carolina Coliseum.

**9. Good of the Order.**

There were no announcements for the Good of the Order.

**10. Adjournment.**

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will be held on Wednesday, March 5, at 3:00 p.m., in the Law School Auditorium.